manitoba
advisory council
on the status
of women

annual report
1986·87

88-03697/

Manitoba Advisory Council
on the Status of Women
450- 500 Portage Avenue
Winnipeg, MB. R3C 3X1

Telephone: (204) 945-6281

Research: Janick Belleau
Writing: Sheila Gordon
Layout: Adena Franz

November 23, 1987

The Honourable Muriel Smith
Minister Responsible for the Status of Women
Room 343, Legislative Building
Winnipeg, Manitoba
R3C 0V8

Dear Minister:

I am pleased to submit to you the Annual Report of the Manitoba Advisory Council on the Status of Women for the 1986-1987 fiscal year. The report summarizes the activities of the Advisory Council during this year.

Sincerely,

Beverly Suek
Chairperson

TABLE OF CONTENTS

Chairperson's Report	4
Advisory Council:	5
Goal Background Mandate Role Structure	
Members of Council	6
Recommendations	9
Community Involvement	14
Future Directions	16
Publications	17
Financial Statement, 1986-1987	18

CHAIRPERSON'S REPORT

Over the past year, the Advisory Council has been active in pursuing its role of linking the community to government. These activities are reflected in the Annual Report which follows. What is not stated is the vision of the future that has inspired and shaped these activities.

At Council, we have talked about our vision of the future which would allow for all people to have access to opportunities and freedom of choice.

We foresee a world where a man or a woman would have the opportunity to choose to stay home with their children and be respected for that choice; where a woman can choose to be a carpenter, and not be viewed as unusual or odd; where a woman can walk around her neighbourhood after dark and not risk assault.

We have a vision of a world where women and men are equally represented in decision making positions, as law makers, as judges, as managers and labour leaders.

We see a future which includes a respect for uniqueness in society - respect for individuals from different cultures, with different languages and different abilities. Council places a high value on establishing linkages with women from diverse communities.

This is our hope for the future; one that we know we share with many Manitobans.

Our activities at Council are in focus with this vision. Our future plans include continued consultation with Manitoba women in the area of health, particularly midwifery and reproductive technologies; in legal and economic issues affecting women on a national and local level; and in new and emerging issues of concern to women.

This past year has been both challenging and productive. We look forward to many future years working closely with both government and the community in moving towards equality for women and men.

ADVISORY COUNCIL

Goal

To work towards equality of opportunity and treatment for women and men in Manitoba.

Background

In 1970, the Royal Commission on the Status of Women recommended the creation of a federal Status of Women Council and similar agencies concerned with the status of women in each of the provinces and territories.

As a result of concerted lobbying by women's organizations across the country, a federal Advisory Council on the Status of Women was established in 1973 and several provincial and territorial Advisory Councils have since been brought into existence.

The Government of Manitoba established the Manitoba Advisory Council on the Status of Women through Order-in-Council in 1980.

To ensure the permanence of the Advisory Council as an independent, arms-length organization, legislation establishing Council under an act was introduced in the Manitoba Legislature by the Minister Responsible for the Status of Women on March 2, 1987.

Mandate

To advise the Government of Manitoba on matters relating to the status of women. The Advisory Council advises government on such matters as are referred by government to Council for consideration and on such other matters as Council may consider appropriate to draw to the attention of the Province.

Role

- To consult with Manitoba women and women's organizations on existing and emerging issues of concern to women.
- To identify issues of concern to women and to conduct independent research into these areas.
- To work closely with government officials from a range of departments to promote the development of government initiatives which reflect the right of women to equality.
- To formulate and submit to the Manitoba Government recommendations which can shape policies, programs and legislation.
- To work in co-operation with women and women's organizations to support and facilitate community activities aimed at improving the status of women.

Structure

The Advisory Council operates as an arms-length body, funded by the provincial government and reporting directly to the Minister Responsible for the Status of Women.

Council currently consists of a Chairperson and 12 members, appointed through Order-in-Council for terms of two and three years.

Council is supported by a staff of four.

MEMBERS OF COUNCIL

Council membership is representative of urban, rural and northern women. Members have expertise and experience in a broad range of areas of concern to women, including health, education, law, immigration and settlement, labour, farming, employment and training, economics, the arts, spirituality, and work in the home, work in the wage sector, parenting and grandparenting.

Council members consult regularly with representatives of women's organizations throughout the province and with individuals who are working at the community level on women's issues. Members bring concerns expressed by Manitoba women to Council's monthly meetings; they determine priorities and formulate recommendations to the Manitoba Government.

Chairperson
Beverly Suek, Winnipeg

Beverly brings to the Advisory Council fifteen years of experience with women's organizations. She has chaired a number of such organizations including the Women's Employment Counselling Service, the Advisory Committee on Women's Programs to the Community Colleges and the federal/provincial Manpower Needs Sub-Committee on Women. Beverly has worked in both the federal and provincial governments at the policy level in women's issues. She is owner and Director of the Human Development Center, a small business specializing in training, consulting and employee assistance programs.

Ruth Blaser, Winnipeg

Lutheran Minister, Executive Director for the Division for Church and Society of the Evangelical Lutheran Church in Canada; active in Christian feminist organizations.

Dianne Brown, Manitou

A licensed practical nurse and a regional representative on the Executive Council of the Manitoba Organization of Nurses Associations (M.O.N.A.).

Sandra DeLaronde, The Pas

A Student Support Services Co-ordinator with Access North, Manitoba Education and active in the Metis Women's Alliance, the Indigenous Women's Collective and the Manitoba Metis Federation.

Virginia Jamieson, Dauphin

Involved in local women's organizations including the Parklands Status of Women and the Dauphin Crisis Centre. Also active in the arts community.

Terri E. Deller, Brandon

A lawyer and a regional representative of the Brandon Action Committee on the Status of Women.

Michèle Pujol, Winnipeg

Assistant Professor of Economics and Women's Studies. An activist in the areas of education, poverty and the arts.

Daphne Howard, Winnipeg

A nurse, President of the Congress of Black Women (Manitoba) and a member of the Board of Directors of the Women's Health Clinic.

Ruby Reske-Naurocki, Beausejour

A farmer and a poet. Active in agricultural issues and local community issues.

Grace Ivey, Winnipeg

Recently retired; an activist in the areas of reproductive freedom, planned parenthood and sex education in the schools.

Photo not available

Mary Richard, Winnipeg

A community economic development consultant. Involved in a number of aboriginal organizations.

Joan Siran, Winnipeg Beach

A homemaker and an active member of inter-faith Christian organizations.

Photo not available

Zully Trujillo, Winnipeg

A lawyer in Peru, now a staff member of the West End Cultural Centre and a member of the Immigrant Women's Association.

The following members completed their terms of appointment to Council during 1986-1987:

Beverly Bear
Beverley Cann
Jennifer Cooper
Sally Cunningham
Mariette Ferré-Collet
Eliza Fiddler
Lilian McIlwain
Pauline Russell
Joy Santos
Irene Spooner
Ruth Vogt

RECOMMENDATIONS

As far as the ultimate goal of the feminist movement is concerned, I see it less as equality with men, and more as the creation of a society in which there is no social stratification at all, that is, in which people are equally valued irrespective of their sex, race, age, religion, or occupation.

- Margrit Eichler

as quoted in Robyn Rowland, *Women Who Do and Women Who Don't Join the Women's Movement* (London: Routledge & Kegan Paul, 1984).

Education

Women's Studies

In June of 1986, the Advisory Council learned that Women's Studies at the University of Manitoba was threatened, as a result of budget decisions taken by the administration of the university.

Recommendation

- **that the Manitoba Government take action under the University Grants Commission Act to ensure that budgetary resources allocated to Women's Studies at the University of Manitoba are not reduced**

Family Life Education

The Advisory Council supports the Family Life Education Program developed by Manitoba Education. The decision to implement the Program is, however, a decision to be made by local school boards. Council members have discussed implementation by school boards in their communities.

Recommendations

- **that the Family Life Education Program be further developed to give equal consideration to a variety of forms of birth control**
- **that the Program better reflect the current diversity of family structure**
- **that the Manitoba Government monitor the implementation of the Program by individual school boards throughout Manitoba**

Feeling Yes/Feeling No

In February of 1987, the Advisory Council learned that the Winnipeg School Division No. 1 planned to cut from its budget the program **Feeling Yes/Feeling No**. This program is designed to prevent the sexual abuse of children.

Recommendations

- **that the Manitoba Government take action to ensure that Feeling Yes/Feeling No is not taken out of Winnipeg schools**
- **that the government take responsibility for the implementation of the program in schools throughout Manitoba**

Women in Non-Traditional Occupations

Upon learning that Red River Community College was not planning to include a Pre-Trades Training Course for Women in its 1987 curriculum, the Advisory Council contacted the Minister of Education. Council objected to the curtailment of one of the few training courses designed for the development of non-traditional opportunities for women.

Recommendation

- **that the Manitoba Government explore alternatives to ensure the delivery of the**

Pre-Trades Training Course for Women at Red River Community College

The Council also expressed concern about the continued underrepresentation of Manitoba women in non-traditional courses at all community colleges, particularly in areas such as trades, technologies and apprenticeship. Council urged the government to take action to remedy these imbalances.

Family Law

The Advisory Council has not yet received a response from the Manitoba Government on recommendations contained in Council's report, *The Economic Realities of Women Under the Manitoba Family Maintenance Act.* Council submitted this report to the government in December of 1985.

Government Boards and Commissions

It has been a priority for the Advisory Council that women be adequately represented in decision-making positions within the Manitoba Government. Action in this area has extended beyond the monitoring of Affirmative Action within the Civil Service to the appointment of women to government Boards and Commissions.

Recommendation

- **that women and men be represented in equal numbers on provincial Boards and Commissions**

Government Funding

Women's Resource Centres

The Advisory Council, along with government officials and representatives of women's organizations, has been involved in the development of guidelines and criteria for the establishment and funding of women's resource centres by the Manitoba Government.

Women's Program, Secretary of State

In March 1987, the Advisory Council presented a brief before a House of Commons' Standing Committee on Secretary of State. The Committee is reviewing the objectives and funding criteria of the Women's Program, Secretary of State.

Recommendations

- **that the mandate of the Women's Program be strengthened to more closely reflect the concepts of equality as contained in the Canadian Charter of Rights and Freedoms**
- **that funding through the Women's Program be provided only to those groups, and for those projects, which are clearly committed to bringing about equality for women and men**
- **that substantially greater funds be allocated by the federal government to the Women's Program**

Health

Home Economics Directorate

With the proposed elimination of the Department of Health's Home Economics Directorate, the Advisory Council, along with a number of concerned women's organizations, urged the Manitoba Government to reconsider this cut back in service to women.

Recommendations

- **that the Manitoba Government maintain the Home Economics Directorate**
- **that the Directorate be relocated within a department whose mandate is more closely related to the services provided by the Directorate**
- **that the objectives of the Directorate be reviewed, with consultation from a cross-section of Manitoba**

women, to ensure that services meet their priority needs

Depo Provera

In September 1986, the Advisory Council presented a brief on the injectable contraceptive, Depo Provera, before a federal Advisory Committee on Reproductive Physiology.

Recommendations

- **that Canadian women be provided with full information on Depo Provera and any other medication that they may use**
- **that the federal government hold public hearings on Depo Provera which are accessible to all Canadian women**

In December 1986, the Advisory Council supported Manitoba's Minister Responsible for the Status of Women in her call for the public release of the federal government's report on Depo Provera.

Recommendations

- **that the federal report on Depo Provera be released to the public prior to any final decision regarding the approval or non-approval of this controversial contraceptive**
- **that the federal government establish a public process through which the issue of Depo Provera can be thoroughly addressed**

Human Rights Legislation

The Advisory Council made several recommendations to the Manitoba Government to ensure that new human rights legislation would be expanded to better protect Manitobans.

Pregnancy Related Characteristics

Recommendation

- **that pregnancy be included in new human rights legislation as prohibited grounds for discrimination**

Sexual Harassment

Recommendations

- **that new human rights legislation include a definition of sexual harassment**
- **that such legislation place the onus on the employer to provide a workplace free of sexual harassment**
- **that sexual harassment also be covered in provincial labour legislation**

Sexual Orientation

Recommendation

- **that sexual orientation be included as prohibited grounds for discrimination**

Labour Force Equality

Affirmative Action

The Advisory Council continues to monitor the implementation of Affirmative Action within the Manitoba Civil Service. Council is concerned about the lack of demonstrable activity in this program and, particularly, the lack of measurable results.

Recommendations

- **that the Manitoba Government establish specific targets and accountability mechanisms for its Affirmative Action program within the Manitoba Civil Service**
- **that specific strategies, particularly those aimed at bringing women into managerial and other non-traditional occupations, be developed and incorporated into the Affirmative Action program**
- **that additional resources be allocated to the program**

Pay Equity

The Advisory Council is supportive of the Manitoba Government's initiative in the area of pay equity. This government has been a leader in Canada in the development of pay equity legislation. Council is monitoring the implementation of Manitoba's *Pay Equity Act.*

Recommendations

- **that a job evaluation system which is free of gender bias be selected for use within the Manitoba Civil Service**
- **that the number of staff at Manitoba's Pay Equity Bureau be increased from three to six to enable the Bureau to fulfill its mandate**

The Advisory Council also wrote to the Premier of Manitoba urging him to proceed with the implementation of pay equity in the private sector.

Manitoba Jobs Fund

In February 1987, the Advisory Council submitted to the Manitoba Government a major research report entitled, *Women in the Labour Force: A Case Study of the Manitoba Jobs Fund.*

Council's study focused on the Manitoba Jobs Fund (MJF), the major initiative of the Manitoba Government in the areas of job creation and economic development. Major findings of the study were:

- even though women comprise 43% of the Manitoba labour force, they made up only 25% of all Manitobans employed through the MJF
- the relatively small number of women who gained employment through the Fund were overwhelmingly concentrated in low-paying female job ghettos, particularly in the service sector
- women employed through the MJF earned, on average, only 46% of the average hourly wage rate earned by their male counterparts
- a number of programs funded by the MJF employed no women at all

In order to ensure that both men and women share equitably in benefits derived through the MJF, the Advisory Council made specific recommendations to government.

Recommendations

- **that the MJF incorporate Affirmative Action as a central component of its employment strategy**
- **that the MJF ensure that training and employment opportunities in the primary and secondary sectors of the economy are made available to women**
- **that the MJF place increased emphasis on the service sector and develop measures to ensure that women employed through the Fund are not concentrated in low level jobs within this sector**
- **that the MJF develop and implement a pay equity policy**

Following the release of the report, Council consulted with Ministers and officials from government departments involved in the implementation of the MJF.

Council is awaiting a formal response to the report from the Manitoba Government.

MTX - Manitoba Telephone System

In June of 1986, the Advisory Council, along with other concerned groups, participated in a joint media conference condemning the discriminatory employment practices of MTX, a foreign subsidiary of the Manitoba Telephone System.

Recommendations

- **that the Manitoba Government take action to ensure that all Manitobans have equal access to employment through MTX**

- **that the Province explore avenues, including the possibility of anti-boycott legislation, to ensure non-discriminatory practices by all Manitoba Crown Corporations**

Although the subsequent study commissioned by the government indicated that there was no overt discrimination, the report did not deal with the issue of systemic discrimination. As this government has a policy of Affirmative Action and the elimination of systemic discrimination, Council did not concur with the results of the study, and this was brought to the attention of the government.

Women and Limestone

The Advisory Council consults regularly with government officials at the Limestone Training and Employment Agency involved in the development and implementation of a training program for women. The program is designed to prepare women for entry into non-traditional occupations so that they may take advantage of job opportunities at the Limestone Project.

Recommendation

- **that the Manitoba Government allocate sufficient resources for the implementation of the training program for women offered through the Limestone Training and Employment Agency**

Violence Against Women

Sentencing in Manitoba Courts

The Advisory Council has, on numerous occasions, drawn to the attention of Manitoba's Attorney-General, the inappropriateness of sentencing of perpetrators of violence against women. Noting that many sentences do not reflect the severity of crimes, Council has requested that the Attorney-General's office appeal several court decisions.

In relation to the new sexual assault legislation, the following recommendation was made by Council.

Recommendation

- **that the Manitoba Government undertake a study to investigate the success or failure of the new sexual assault legislation, which would include the monitoring of Manitoba rates of reporting and prosecution**

Child Abuse/Incest

The Advisory Council supported the majority of recommendations contained in a provincial government study on child abuse entitled *External Review on Matters Relating to the System of Dealing with Child Abuse in Winnipeg*. Council did, however, draw to the attention of the Minister Responsible for the Status of Women previous Council recommendations which had not been fully covered in the study.

Recommendations

- **that the option of removing from the home the offender rather than the child be considered in every case of child abuse, particularly in sexual abuse cases**

- **that there continues to be an urgent need for counseling and support systems for child victims, siblings and non-abusing parents. Although the government has established a counseling program for abusers, there are insufficient facilities for victims**

- **that training of professionals in handling child abuse must be mandatory for university students in Social Work and for working professionals**

- **that the Manitoba Government implement prevention programs in the schools to help children identify abuse and find help to deal with it**

Throughout the year, Council has expressed its concern about sentencing in cases of child sexual abuse. In many instances, Council asked the Attorney-General's office to file appeals and, in one particular case, Council has filed an official complaint with Manitoba's Judicial Council.

COMMUNITY INVOLVEMENT

Women's organizations ... have come into being, as an expression of women's inherent desire to make life easier for someone, and the world a better place to live in.

- Nellie McClung

as quoted in Linda Rasmussen et.al., *A Harvest Yet to Reap (Toronto: Women's Press, 1976).*

As an adviser to the Manitoba Government on matters of concern to women, it is essential that the Advisory Council is active in the community and accessible to a variety of women's organizations. Council serves as a link between women and the Manitoba Government, ensuring that the priority concerns of women are brought to the attention of provincial decision-makers.

The Advisory Council gives priority to community involvement. The activities of Council in this area are many, and the following are examples of only some of Council's activities during the 1986-1987 fiscal year:

Minister's Consultations

Advisory Council members hosted consultations with local women and the Minister Responsible for the Status of Women in Selkirk, Brandon, Dauphin and Beausejour. Women in these communities expressed a need for seasonal child care for farm women and child care on reserves, better pensions for women, block-funding for crisis shelters and enhanced employment opportunities.

Women's Studies, University of Manitoba

Council chaired a community meeting to discuss the possible cancellation of Women's Studies at the University of Manitoba. Representatives of over twenty women's groups shared their mutual concerns and developed plans for lobbying the university and the government on this issue.

HERizons Magazine

With the cancellation of financial support by the federal government to *HERizons,* Council chaired a meeting of concerned women to develop a strategy to make women's concerns known to both provincial and federal government officials. Council sent a telegram to the federal government requesting that this decision be reversed.

Manitoba Women's Agenda

The Advisory Council assisted the organizers of the Manitoba Women's Agenda in holding a conference in October 1986. Over forty women's organizations from across Manitoba were represented at the Agenda. The outcome of the conference was a decision to work together on common concerns. Council members and staff served as workshop facilitators at the conference. Council also hosted a lunch for participants.

Free Trade

Council co-sponsored a public event on Free Trade entitled: **Free Trade: Implications for Women.** The guest speaker was Dr. Marjorie Cohen, an economist. Other sponsors of the event were the Manitoba Action Committee on the Status of Women, the Manitoba Federation of Labour and the Manitoba Council for International Co-operation.

Joint Meetings of Advisory Councils

Twice a year, the Chairperson of the Advisory Council attends joint meetings of Federal/Provincial/Territorial Advisory Councils to discuss issues of mutual concern.

Meetings of Ministers Responsible for the Status of Women

Council's Chairperson is a member of the Manitoba delegation to annual meetings of Federal/Provincial/Territorial Ministers Responsible for the Status of Women. Advice is provided by Council to Manitoba's Minister on issues being discussed at these meetings.

Speaking Engagements

Both the Chairperson and members of the Advisory Council are available to speak to groups about issues of concern to women. The following are examples of topics covered in 1986-1987:

- **Developing Participatory Organizations**
  Aboriginal Women's Conference
- **Women and the Changing Workforce**
  Distinguished Speakers Series, University of Manitoba
- **Starting Your Own Business**
  Congress of Black Women
- **Pay Equity and Affirmative Action**
  Manitoba Institute of Management
- **Women and Technology**
  Conference sponsored by Industry, Trade and Technology and Manitoba Labour
- **Future Directions of Women**
  Conference on employment, sponsored by the Chamber of Commerce, Manitoba Federation of Labour and Canada Employment

In addition to speaking at conferences, Council members attended a wide range of conferences as participants. Examples include:

- **National meeting of Women in the Law**
- **Immigrant Women's Conference**
- **Indigenous Women's Collective Conference**
- **Lesbian Issues Conference**
- **Equality in the Year 2000, Toronto**
- **Northern Options for Women**

FUTURE DIRECTIONS

Real liberation is not merely the opportunity to choose between set alternatives. Freedom is a chance to formulate the available choices.

- Marjorie Cohen

"Economic Barriers to Liberation", *Canadian Woman Studies*, Vol. 3, No. 4, 1982.

Although the Advisory Council will continue to respond to emerging issues of concern, Council has identified a number of major areas for activity in 1987-1988.

Midwifery

In 1985, the Advisory Council established a sub-committee to investigate the issue of midwifery. The sub-committee, chaired by a member of Council and made up of volunteers with relevant expertise, prepared a discussion paper for Council which is to be released to the public this Spring or early Summer. Following the release of the paper, a series of consultation sessions with Manitoba women in rural, northern and urban communities will be undertaken. On the basis of these consultations, recommendations will be formulated by Council and submitted to the Manitoba Government.

Reproductive Technology

Concerns regarding the development and use of reproductive technologies were recently brought to the attention of the Advisory Council. Reproductive technologies include artificial insemination, in vitro fertilization, gamete intrafallopian transfer, uterine lavage and surrogate motherhood.

Council has learned that although reproductive technologies are being used in Manitoba, there are no regulations in place to guide such use or experimentation. At the same time, little research has been conducted into the ethical, legal and social implications of the use of reproductive technologies.

The Advisory Council has requested additional resources from the Manitoba Government to undertake research and public consultations in this area.

Values Survey

A survey has been initiated by the Advisory Council to examine the changing values of Manitoba women. The survey is to focus on the importance women attach to work, home and families and how they view government. It is expected that a report summarizing the findings of the survey will be completed and released in the Winter of 1987-1988.

Government Funding

In 1987-1988, the Advisory Council plans to undertake a study of provincial government expenditures directed specifically towards women as a target group.

Recommendations will be made to government regarding government priorities and improved funding mechanisms.

Women with Disabilities

In the coming year, the Advisory Council plans to undertake a project designed to facilitate the participation of women with disabilities in women's organizations.

Pornography

At the initiative of the Advisory Council, fourteen organizations including Council have come together to sponsor a Manitoba tour of Theatre Parminou. In the Fall of 1987, a play dealing with the issue of pornography, *Intimate Invasion (Ça crève les yeux, ça crève le coeur)*, will be performed in English and in French by Theatre Parminou in a number of communities across the province.

PUBLICATIONS

The Advisory Council has prepared and released a number of research reports on a variety of issues of concern to women. The following publications are available free of charge from Council office:

- *Moving Forward: a Triennial Report (December 1982-March 1986)*
  March, 1987
- *Women in the Labour Force: A Case Study of the Manitoba Jobs Fund*
  February, 1987
- *The Economic Realities of Women Under the Manitoba Family Maintenance Act*
  October, 1985
- *Women and Limestone*
  February, 1985
- *The "System's" Response to Victims of Incest in Manitoba*
  January, 1985
- *Sexual Assault: Manitoba Concerns*
  January, 1985
- *Some Concerns of Rural and Farm Women*
  November, 1984
- *The Economic Realities of Women*
  November, 1984
- *Pornography: Presentation to the Special Committee on Pornography and Prostitution Appointed by the Minister of Justice for Canada*
  April, 1984
- *Information on Pornography*
  June, 1983
- *Reproductive Health: Recommendations to the Government of Manitoba*
  May 16, 1983
- *Report on the Manitoba Pension Commission Hearings*
  March 29, 30, 1983

FINANCIAL STATEMENT, 1986-1987

Salaries

Managerial	42,300
Professional/Technical	31,100
Administrative Support	34,300
Total Salaries	**$107,700**

Other Expenditures

Personnel Services	42,000
Transportation	10,300
Communication	4,700
Supplies and Services	42,300
Other Operating	21,500
Total Other Expenditures	**$120,800**

Total Expenditures	**$228,500**